MULTIMEDIA UNIVERSITY

STUDENT ID NO

MULTIMEDIA UNIVERSITY

FINAL EXAMINATION

TRIMESTER 1, 2019/2020

BLL2124 – LABOUR LAWS

(All Sections/Groups)

24 OCTOBER 2019
9.00 a.m – 11.00 a.m
(2 Hours)

INSTRUCTIONS TO STUDENT

1. This question paper consists of **TWO (2)** pages with **FOUR (4)** questions only.
2. Answer **ALL** questions and all questions carry equal marks and the distribution of the marks for each question is given.
3. Please write all your answers in the answer booklet provided.

QUESTION 1

Poor Safety Management System reason of 2.78 million deaths per year

The second Vice President, Malaysia Institute of Architects, Ali Mohamad, has decried the poor safety management system, which leads to the death of 22.5 per cent of every 100,000 workers in the country yearly. He said statistics from the International Labour Organisation (ILO) revealed that occupational accidents or work-related diseases accounted for 2.78 million global deaths yearly. He further stated at the Safety Summit in Lagos that Malaysia was one of the countries with the highest number of deaths caused by lack of proper safety management systems in workplaces. Safety needs urgent attention. Collapsed buildings, substandard structures and unhealthy workplaces are on the rise in our country and we need to focus on how to ensure safety in all areas both in workplaces and other environments. He also added that "Safety is everybody's business and people must ensure that they take cognizance of those things that are hazardous in their workplaces and other environments and bring them to the attention of their management,". Senior Programme Officer, ILO Country Office, also said that the lack of proper enforcement of safety laws was a major problem in Malaysia.

Adapted from : *https://guardian.ng/news/poor-safety-management-system-causes-2.78m-deaths-yearly/*

(a). Briefly explain **FOUR (4)** principal strategic objectives of International Labour Organisation (ILO).

(20 marks)

(b). Based from your understanding from the case above, explain **FIVE (5)** options that ILO can implement in enhancing safety laws in Malaysia.

(5 marks)

(Total: 25 marks)

QUESTION 2

(a). In Section 12 of the Employment Act 1955 specified if there is a lot of confusion exists concerning the rights of the parties to the employment contracts, one of the parties have the authority to terminate such contracts. Briefly discuss the above statement.

(10 marks)

(b). An employment contract is a kind of contract used in labour law to attribute rights and responsibilities between parties. The contract is between an employee and an employer. Briefly explain **FIVE (5)** significant subjects that must be discussed in every employment contract.

(15 marks)
(Total: 25 marks)

Continued .....

QUESTION 3

The Malaysian EPF was established in 1951 pursuant to the Employees Provident Fund Ordinance 1951, under the National Director of Posts. This law became the EPF Act 1951 in 1982, then the EPF Act 1991 in 1991. The EPF Act 1991 requires employees and their employers to contribute towards their retirement savings and allows workers to withdraw these savings at retirement or for special objectives before then. Explain **FIVE (5)** functions of Employee Provident Fund (EPF) as specified in the Employees Provident Fund Act 1991.

(25 marks)

QUESTION 4

Ms. Siti was travelling home on her motorcycle after work when she met with a road accident and was seriously injured. The route by which Ms. Siti travelled from her workplace to her residence was the same every day. As a consequence of her injuries, she lodged a claim with the Social Security Organization ('SOCSO') under the Employees Social Security Act 1969. According to the above discussion, explain **FIVE (5)** justifications on how Social Security Organization (SOCSO) board would support the claim for injury made by Ms. Siti.

(25 marks)

End of Paper